

Education Assistants Benefits Summary

Effective July 1, 2026



School District 622

NORTH ST. PAUL | MAPLEWOOD | OAKDALE

Ready for tomorrow

Education Assistants that work 20 or more hours a week are benefits eligible. More information can be found at www.isd622.org/staff - HR - Benefits or in the 2026-2027 Benefit Guide.

Employees can view plan summaries and descriptions and elect benefits online at <https://worklife.alight.com/isd622/>

Benefits such as health, flexible spending, disability, and life insurance are effective the first working contract day. Benefits that start on the first of the next month are vision and dental insurance. Benefit elections must be made within 30 days of eligibility or during Annual Open Enrollment. Questions? Please contact the Benefits Office at (651) 748-7492 or benefits@isd622.org.

Health/Vision Insurance

BlueCross BlueShield is the current provider for the District health plans. There are three health plan options available, Copay, ACA and HSA.

BlueCross BlueShield Network: Aware

	Copay	ACA	HSA
Office Visit Copay	\$35	-	-
Individual Deductible	\$400	\$6,400	\$3,400
Single Monthly Premium	\$1,136.54	\$672.11	\$849.08
Family Monthly Premium	\$3,180.71	\$1,941.91	\$2,414.02

	Copay & ACA: District Contribution Per Month	Copay Employee's Cost Per Month	ACA Employee's Cost Per Month	HSA: District Contribution Per Month	HSA Employee's Cost Per Month
Single	\$715.80	\$420.74	\$0.00	\$787.38	\$61.70
Family	\$1,680.25	\$1,500.46	\$261.66	\$1,848.28	\$565.74

Copay Health Plan

A traditional health plan comprised of office visit and prescription copays, deductibles and out-of-pocket maximums.

ACA Health Plan

Considered a qualified high deductible health plan meaning a Health Saving Account could be established with a bank or another financial institution.

HSA Health Plan

- Includes a Health Savings Account (HSA)
- Dollars may be used for eligible medical expenses
- Employees may contribute to the HSA
- Unused funds roll over year to year

Additional Components of Health Plan Enrollment: *(available with all health plans)*

More information: www.isd622.org/staff - HR - Benefits

ISD 622 HealthPartners Well@Work Clinic *(located in the District Education Center)*

Services and prescriptions at NO cost for employees, spouses and dependents on the District's health plan.
Make an Appointment: www.healthpartners.com/isd622
HealthPartners Appointment Line: 952-967-6857

Wellness Incentive

Keep your copay or deductible low by completing the Wellness Incentive program and qualifying for the Preferred Benefit. Earn gift cards too! Preferred Benefit Qualification period: July 1, 2026 to April 30, 2027 for July 1, 2027

Employee Assistance Program (EAP)

Facing a work or life challenge? Looking for information or resources? ♦ Available 24/7/365 ♦ Confidential ♦ Free
♦ Telephone and/or face to face counseling sessions
♦ Available to employee and any family member
♦ 1-800-383-1908 ♦ www.vitalworklife.com
Employee Access Code: isd622

Vision

Included as part of health election, a separate vision plan through VSP, provides coverage for either contacts or glasses.

Dental Plan

- Delta Dental is the current provider
- District Contribution: \$66.30/month
- Employee Cost: \$40.00/month for single or family coverage

Flexible Spending Plan

- Allows use of pre-tax dollars for medical and/or dependent (day care) expenses
- Flexible spending plan year is from July 1 through June 30

Life and Accidental Death & Dismemberment Insurance

Basic Life

100% District paid and in the amount of \$35,000
Effective October 1, 2026, the life insurance policy amount will increase to \$50,000.

403(b) or 457 Retirement

- Participation and vesting available immediately upon benefits eligibility
- For more information, please visit www.isd622.org/staff - HR - Benefits or email the Benefits Office at benefits@isd622.org.

Pension Plan

- State mandated, automatic enrollment in Public Employee Retirement Association (PERA)

Short/Long Term Disability

- 100% District paid
- Payment for approved claim may begin once unable to work for 60 calendar days
- The plan pays 70% of pre-disability income

Time Off (May be prorated based on hire date)

- Sick: Based on work days a week; 2 days for each day worked in a week.
- Personal: Based on years of services and deducted from sick balance: 1 day up to 3rd year, 3 days after 3 year of services; 4 days after 10 years of service
- Floating Holiday: 2; must be used on non-student contact days
- Holidays: 5-Thanksgiving Day; Day before Federal Christmas Holiday, Federal Christmas Holiday; New Year's Day, President's Day

Insurance Deductions

Premiums are paid before taxes and taken through a payroll deduction from each paycheck beginning October 15, 2026 through May 29, 2027 (16 paychecks). The payroll deduction amount is calculated by multiplying the months of coverage by the monthly premium divided by the number of paycheck remaining for insurance coverage.

All benefits and deductions will be adjusted based on enrollment and eligibility.

